

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS OF THE
SAN BERNARDINO COUNTY IN-HOME SUPPORTIVE SERVICES
PUBLIC AUTHORITY
AND RECORD OF ACTION**

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March 30, 2004

FROM: HELEN LOPEZ, Executive Director
In-Home Supportive Services Public Authority

**SUBJECT: MEMORANDUM OF UNDERSTANDING WITH SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 434-B FOR THE IN-HOME SUPPORTIVE
SERVIES (IHSS) PROVIDER UNIT FOR 2004-05**

RECOMMENDATIONS: Approve a Memorandum of Understanding (MOU) between the San Bernardino County In-Home Supportive Services Public Authority (IHSS-PA) and the Service Employees International Union, Local 434-B (SEIU), for the IHSS Provider Unit, as on file with the Clerk of the Board.

BACKGROUND INFORMATION: The IHSS Public Authority is deemed the employer of IHSS individual care providers for the limited purpose of collective bargaining within the meaning of Chapter 10, commencing with section 3500, of Division 4, of Title 1, of the Government Code (commonly known as the Meyers-Milias-Brown Act). Pursuant to the Public Authority's Employee Relations Resolution, representatives of the Board of Directors met and conferred with representatives of the SEIU to negotiate a successor agreement to the Memorandum of Understanding, which expired on January 31, 2004.

Negotiations were completed on March 3, 2004, and resulted in a proposed MOU for the Provider Unit. The Agreement provides for wages to remain unchanged for the duration of the MOU provided that the state and federal maximum reimbursable wage does not fall below the local wage, and includes eligibility and administrative provisions for the pending health insurance program. The other terms and conditions remain substantially unchanged.

The proposed MOU has been ratified by the employees in this Unit and signed by SEIU representatives.

REVIEW BY OTHERS: This item has been reviewed as to legal form by County Counsel (W. Andrew Hartzell, Chief Deputy County Counsel) on March 16, 2004, Human Resources (Elizabeth Sanchez, Employee Relations Chief) on March 15, 2004, and the County Administrative Office (Gary Morris, Administrative Analyst) on March 16, 2004 and Human Services System Administration (Kristin Letterman, Administrative Analyst) on March 16, 2004.

FINANCIAL IMPACT: Local share associated with this MOU is already included in the 0304 HSS Administrative budget and is funded 100% with Social Services Realignment. In 0405, local share is estimated at \$33.2 million, but may vary depending on the State's level of participation, any corresponding decrease in wages, and/or any unanticipated caseload growth. The estimated local share will be included in the HSS Administrative 0405 budget and will be 100% funded with Realignment.

PRESENTER: Elizabeth Sanchez, Chief Negotiator for the Public Authority, (909) 387-6051.

Record of Action of the Board of Directors

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